

## **SECTION 32. PREVENTION OF PROHIBITED DRUG USE AND ALCOHOL MISUSE BY SAFETY-SENSITIVE TRANSIT EMPLOYEES UNDER FEDERAL TRANSIT ADMINISTRATION REGULATIONS**

**32-1. Purpose.** This section of the Personnel Regulations is intended to ensure that the County complies with:

- (a) Federal Transit Administration (FTA) regulations (49 CFR Part 655, as amended) on the prevention of prohibited drug use and alcohol misuse by mass transit employees; and
- (b) U.S. Department of Transportation (DOT) regulations (49 CFR Part 40, as amended) for conducting drug and alcohol testing under FTA regulations.

### **32-2. Applicability.**

- (a) ***Application of section.***
  - (1) 32-5(a)(1) applies to any non-employee applicant for a Safety-Sensitive Transit position.
  - (2) This Section, other than Section 32-5(a)(1), applies to any employee assigned to a Safety-Sensitive Transit position on a full-time, part-time, temporary, or intermittent basis.
- (b) ***Safety-sensitive functions.*** An employee of the Department of Public Works and Transportation who performs any of the following safety-sensitive functions at any time is in a Safety-Sensitive Transit position:
  - (1) operating a Montgomery County revenue service vehicle, including when not in revenue service;
  - (2) operating a Montgomery County nonrevenue service vehicle to provide ancillary services for transit operations, when the operator is required to hold a Commercial Driver's License (CDL);
  - (3) controlling dispatch or movement of a Montgomery County revenue service vehicle; or
  - (4) maintaining (including repairing, overhauling, and rebuilding) a Montgomery County revenue service vehicle or equipment used in revenue service.

- (c) ***Safety-Sensitive Transit positions.*** The following are Safety-Sensitive Transit positions if the employee must have a CDL and operates, dispatches, controls, or maintains Montgomery County transit vehicles and operations:
- (1) Apprentice Autobody Repairer;
  - (2) Apprentice Mechanic;
  - (3) Autobody Repairer;
  - (4) Bus Operator;
  - (5) Communications Supervisor (Central Dispatch)
  - (6) Crew Chief;
  - (7) Mechanic;
  - (8) Mechanic's Helper;
  - (9) Mechanic Leader;
  - (10) Motor Pool Attendant;
  - (11) Program Specialist (Trainer);
  - (12) Transit Coordinator;
  - (13) Transit Equipment Technician; and
  - (14) Welder.
- (d) ***Supervisor as Safety-Sensitive Transit employee.*** A supervisor is a Safety-Sensitive Transit employee only if the supervisor actually performs safety-sensitive functions.

### **32-3. Drug and alcohol prohibitions.**

- (a) ***Prohibitions for Safety-Sensitive Transit employees.*** A Safety-Sensitive Transit employee must not:
- (1) use a prohibited drug;
  - (2) report for duty, remain on duty, or perform a safety-sensitive function after testing positive for a prohibited drug;

- (3) report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or higher;
  - (4) consume alcohol while performing a safety-sensitive function;
  - (5) consume alcohol within 4 hours prior to performing a safety-sensitive function;
  - (6) consume alcohol for any hours during which the employee is on-call;
  - (7) consume alcohol for 8 hours following an accident or until the employee undergoes a post-accident alcohol test, whichever occurs first, if the employee is required to take a post-accident alcohol test; or
  - (8) refuse to submit to any of the following types of drug or alcohol testing, if required under FTA regulations:
    - (A) reasonable suspicion;
    - (B) post-accident;
    - (C) random;
    - (D) return-to-duty; or
    - (E) follow-up.
- (b) ***Prohibitions for supervisors.*** A supervisor must not permit a Safety-Sensitive Transit employee to perform or continue to perform safety-sensitive functions if the supervisor has actual knowledge that the employee:
- (1) has an alcohol concentration of 0.04 or greater;
  - (2) consumed alcohol while performing safety-sensitive functions;
  - (3) consumed alcohol within 4 hours of performing a safety-sensitive function;
  - (4) used a prohibited drug or tested positive for a prohibited drug; or
  - (5) refused to submit to drug or alcohol testing required under FTA regulations.
- (c) ***Use of medications containing alcohol.*** The use of a prescription or over-the-counter medicine that contains alcohol is considered to be use of alcohol and is subject to the FTA prohibitions on alcohol misuse.

- (d) ***Refusal to submit to drug or alcohol testing.*** Any of the following on the part of an employee is considered a refusal to submit to drug or alcohol testing and is considered to be the same as a verified positive drug test or an alcohol test with an alcohol concentration of 0.04 or higher:
- (1) failing to provide a urine or breath sample without a genuine inability to provide a specimen, as determined by a medical evaluation;
  - (2) engaging in conduct that clearly obstructs the drug or alcohol testing process or makes the test impossible;
  - (3) failing to remain readily available for post-accident testing, including failing to notify the supervisor or other County representative of the employee's location after leaving the scene of the accident but before submitting to post-accident testing;
  - (4) refusing verbally or in writing to provide a urine or breath sample for testing;
  - (5) refusing to sign the DOT drug or alcohol testing forms;
  - (6) failing to arrive, or arrive in a timely manner, for a required test;
  - (7) failing to remain at the testing site until the testing process is complete, but an employee who leaves the testing site before the testing process begins for a pre-employment test has not refused to test;
  - (8) failing to undergo a medical evaluation as required by the Medical Review Officer or as directed by the County as part of the verification process;
  - (9) in the case of a directly observed or monitored collection in a drug test, failing to permit the observation or monitoring of the provision of a specimen; or
  - (10) failing to sign the certification at Step 2 of the Alcohol Testing Form.

**32-4. Drug and alcohol testing.**

- (a) ***Procedures used.***
- (1) All drug testing and alcohol testing under FTA authority must comply with DOT regulations at 49 CFR Part 40, as amended. The DOT regulations at 49 CFR Part 40, as amended, are incorporated into these Regulations by reference.

- (2) The County must have a copy of 49 CFR Part 40, as amended, available to give to any employee or employee representative who requests it. The DOT regulations describe:
  - (A) the procedures that will be used to:
    - (i) test for the presence of drugs;
    - (ii) test for the presence of alcohol;
    - (iii) protect the employee and the integrity of the drug and alcohol testing processes;
    - (iv) safeguard the validity of the test results; and
    - (v) ensure the test results are attributed to the correct employee;
  - (B) an employee's right to access the employee's drug and alcohol records; and
  - (C) the required qualifications, role, and responsibilities of the medical review officer, substance abuse professional, collection site, and laboratory.
- (3) The County must contract for drug testing services only with laboratories certified by the U.S. Department of Health and Human Services (DHHS).
- (b) ***Prohibited drugs.*** When administering a drug test under FTA regulations, the County must ensure that employees are tested for the following drugs:
  - (1) marijuana;
  - (2) cocaine;
  - (3) opiates;
  - (4) amphetamines; and
  - (5) phencyclidine.
- (c) ***Medical Review Officer (MRO).*** The County contracts for MRO services. The MRO must be a licensed physician with knowledge of substance abuse disorders.

(d) ***Notice required for drug and alcohol testing.***

- (1) Before performing a drug or alcohol test under FTA regulations, the supervisor must notify the employee:
  - (A) that the FTA requires the drug or alcohol test; and
  - (B) if drug testing, of the identity of the DHHS certified laboratory that will conduct the drug test.
- (2) A supervisor must not falsely represent that a test not required by FTA regulations is being given under FTA regulations.

(e) ***Times when an employee is subject to testing.*** The County may require a Safety-Sensitive Transit employee to submit to testing required under FTA regulations at the following times:

- (1) reasonable suspicion, random, return-to-duty, and follow-up testing for prohibited drugs at any time the employee is on duty;
- (2) reasonable suspicion, random, return-to-duty, and follow-up alcohol testing just before, just after, or while the employee is performing a safety-sensitive function;
- (3) post-accident drug testing within 32 hours after an accident; and
- (4) post-accident alcohol testing within 8 hours after an accident.

(f) ***Alcohol testing of an on-call employee who reports for duty.***

- (1) A supervisor who contacts an on-call employee to ask the employee to report for duty must ask if the employee has used alcohol and is unable to perform safety-sensitive functions.
- (2) If an on-call employee acknowledges the use of alcohol but claims ability to perform safety-sensitive functions, the supervisor must ensure that the employee takes an alcohol test with an alcohol concentration of 0.02 or less before the supervisor allows the employee to perform a safety-sensitive function.

**32-5. Types of drug and alcohol testing.** Under FTA regulations, a Safety-Sensitive Transit employee must submit to different types of drug and alcohol testing under the circumstances described in this subsection. A non-employee applicant for such a position must submit to pre-employment drug testing as described in (a)(1) below.

(a) ***Pre-employment and pre-duty drug testing.***

- (1) An applicant for a Safety-Sensitive Transit position must produce a negative drug test result before employment.
- (2) An employee transferred or temporarily assigned to a Safety-Sensitive Transit position must produce a negative drug test result before performing safety-sensitive functions.
- (3) If an employee in a Safety-Sensitive Transit position or an applicant for a Safety-Sensitive Transit position has previously failed or refused a pre-employment drug test administered under FTA regulations, the employee or applicant must provide the County with proof of having successfully completed a referral, evaluation, and treatment plan as described in FTA regulations.

(b) ***Reasonable suspicion testing.***

- (1) A trained supervisor must direct an employee to submit to drug or alcohol testing if, based on specific, contemporaneous, articulable observations of the employee's appearance, behavior, speech, or body odors, the supervisor has a reasonable basis to believe that the employee has used a prohibited drug or violated a prohibition in Section 32-3(a) concerning alcohol use. The required observations must be made by a supervisor who is trained as required under Section 32-10(b)(2) in detecting the signs and symptoms of prohibited drug use and alcohol misuse.
- (2) Alcohol testing is authorized under FTA regulations only if the supervisor's observations are made just before, just after, or while the employee is performing a safety-sensitive function.
- (3) The supervisor who makes the determination that an alcohol test is appropriate must not administer the test.
- (4) If reasonable suspicion exists to test the employee for alcohol but no test is administered at that time, the supervisor must not allow the employee to perform safety-sensitive functions until:
  - (A) a test is administered and the employee has an alcohol concentration of less than 0.02; or
  - (B) the start of the employee's next regularly scheduled duty period but at least 8 hours after the determination was made that reasonable suspicion existed for a test.

- (5) If a reasonable suspicion test for alcohol is not administered within 2 hours following the determination under Section 32-5(b), the supervisor must prepare and maintain on file a record stating the reasons the test was not promptly administered.
- (6) If an alcohol test is not administered within 8 hours following the supervisor's determination that a test is required, the supervisor must stop attempts to administer an alcohol test and state in the record the reasons for not administering the test.

(c) ***Post-accident testing.***

- (1) ***Accident requiring drug and alcohol testing.*** An accident that requires post-accident drug and alcohol testing is an occurrence associated with the operation of a vehicle used for mass transit or for ancillary services that results in:
  - (A) the death of an individual;
  - (B) bodily injury to an individual that causes the individual to immediately receive medical treatment away from the scene of the accident; or
  - (C) one or more vehicles incurring disabling damage and receiving transportation away from the scene by a tow truck or other vehicle.
- (2) ***Fatal accident.*** As soon as practicable following an accident involving the loss of human life, the responsible supervisor must have the following employees tested for drugs and alcohol:
  - (A) each surviving employee operating the mass transit vehicle at the time of the accident; and
  - (B) any other employee whose performance could have contributed to the accident, as determined by the supervisor using the best information available at the time of the decision.
- (3) ***Nonfatal accident.*** As soon as practicable following an accident covered by subsections (c)(1)(B) or (C) above but not involving the loss of human life, the responsible supervisor must have the following employees tested for drugs and alcohol:
  - (A) each employee who was operating the vehicle at the time of the accident unless the supervisor determines, using the best information available at the time of the decision, that the



employee's performance can be completely discounted as a contributing factor to the accident; and

- (B) any other employee whose performance could have contributed to the accident, as determined by the supervisor using the best information available at the time of the decision.
- (4) A supervisor must ensure that an employee required to be tested for drugs is tested as soon as practicable and within 32 hours of the accident.
- (5) If an employee required to be tested for alcohol is not tested within 2 hours following an accident, the supervisor must prepare and maintain on file a record stating the reason why the test was not promptly administered. If an alcohol test is not administered within 8 hours following the accident, the supervisor must stop attempts to administer an alcohol test and update the written record.
- (6) The County may consider it a refusal to submit to testing if a Safety-Sensitive Transit employee who is subject to post-accident testing:
  - (A) fails to remain readily available for testing; or
  - (B) fails to notify the supervisor or other County representative of the employee's location if the employee leaves the scene of the accident before submitting to a test.
- (7) These Regulations do not:
  - (A) require the delay of necessary medical attention for the injured after an accident; or
  - (B) prohibit an employee from leaving the scene of an accident for the time necessary to obtain help in responding to the accident or to obtain necessary emergency medical care.
- (d) ***Random testing.***
  - (1) The County must randomly select enough Safety-Sensitive Transit employees for drug testing and for alcohol testing during each calendar year to equal an annual rate for each type of testing that is not less than the minimum annual percentage rates for random drug testing and for random alcohol testing determined by the FTA.
  - (2) The County must ensure that random drug and alcohol tests are unannounced and that the dates for administering random tests are spread reasonably throughout the entire calendar year.

- (3) Every employee in a Safety-Sensitive Transit position must be in a pool of employees subject to random drug and alcohol testing. Each employee must have an equal chance of selection for testing and must remain in the pool subject to testing even after being tested.
- (4) Employees must be selected for testing by the use of a scientifically valid method such as a computer-based random number generator matched with employee social security numbers.
- (5) A covered employee must be randomly tested for alcohol only just before, just after, or while the employee is performing safety-sensitive functions.
- (6) An employee selected for a random test must proceed to the test site immediately after being notified of selection. If the employee is performing a safety-sensitive function at the time of notification, the supervisor must make arrangements to relieve the employee as soon as possible.
- (7) If an employee or applicant for a Safety-Sensitive Transit position has not performed a safety-sensitive function for 90 consecutive calendar days regardless of the reason and has not been in the random selection pool during that time, the County must ensure that the employee or applicant takes a pre-employment drug test with a verified negative result before allowing the employee or applicant to perform Safety-Sensitive Transit functions.

(e) ***Return-to-duty testing.***

- (1) ***After prohibited drug use or refusal to take a drug test.*** If the County does not dismiss or terminate an employee who refuses to submit to a drug test or has a verified positive drug test result, the County must ensure that the following takes place before the employee is allowed to return to safety-sensitive duties:
  - (A) a substance abuse professional (SAP) evaluates the employee to determine if the employee properly followed the recommendations for action by the SAP, including participation in any rehabilitation program;
  - (B) the employee takes a return-to-duty drug test with a verified negative result; and
  - (C) the employee takes a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02, if recommended by the SAP.

- (2) ***After prohibited alcohol use or refusal to take an alcohol test.*** If the County does not dismiss or terminate an employee who engages in prohibited alcohol use or refuses to submit to a required alcohol test, the County must ensure that the following takes place before the employee is allowed to return to safety-sensitive duties:

- (A) a SAP evaluates the employee to determine if the employee properly followed the recommendations for action by the SAP, including participation in any rehabilitation program;
- (B) the employee takes a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02; and
- (C) the employee takes a return-to-duty drug test with a verified negative result, if recommended by the SAP.

- (f) ***Follow-up testing.*** The County must ensure that an employee who returns to duty after a required evaluation by a SAP under Section 32-8 is subject to unannounced follow-up drug testing, alcohol testing, or both, as follows:

- (1) the employee must take at least 6 unannounced follow-up tests during the first 12 months after the employee returns to duty and is subject to follow-up testing for a period of one to 5 years;
- (2) the SAP must determine, based on the SAP's assessment of the employee's unique situation and recovery progress, the frequency and duration of follow-up testing beyond the minimums that will deter or detect a relapse; and
- (3) follow-up testing is in addition to random, post-accident, reasonable suspicion, and return-to-duty testing.

### **32-6. Retesting of employees.**

- (a) ***Retesting of employee with an alcohol concentration of 0.02 or greater but less than 0.04.***
- (1) The County must not allow an employee who is tested and found to have an alcohol concentration of 0.02 or greater but less than 0.04 to perform or continue to perform safety-sensitive functions, until:
    - (A) the employee's alcohol concentration measures less than 0.02; or
    - (B) the start of the employee's next regularly scheduled duty period, but not less than 8 hours after the test.

- (2) Except as provided in paragraph (1) above, the County must not take any action against an employee based solely on the results of a test conducted under FTA authority showing an alcohol concentration of less than 0.04.

(b) ***Retesting of employee after a canceled drug test.***

- (1) A canceled drug test is a test that has been declared invalid by the MRO and is neither a verified positive nor a verified negative test result. A canceled test includes a specimen rejected for testing by a laboratory.
- (2) If a non-employee applicant's drug test is canceled, the County must require the applicant to take another pre-employment drug test.
- (3) If an employee's drug test is canceled, the County must require the employee to take another drug test with a verified negative result before the employee is:
  - (A) transferred or reassigned to a Safety-Sensitive Transit position; or
  - (B) allowed to return to safety-sensitive duties after use of prohibited drugs, prohibited alcohol use, or refusal to take a required drug or alcohol test.

**32-7. Consequences for an employee of prohibited drug use, alcohol misuse, or refusal to take a drug or alcohol test.**

- (a) ***Consequences under FTA regulations.*** Under FTA regulations, the following are the required consequences for an employee who has a verified positive drug test result, violates the alcohol misuse prohibitions, or who refuses to be tested:
  - (1) immediate removal from safety-sensitive duties;
  - (2) referral to a SAP for evaluation; and
  - (3) return-to-duty testing and follow-up testing as directed by the SAP.
- (b) ***Consequences under County authority.***
  - (1) Under County authority not derived from the FTA regulations, a department director may take disciplinary action, up to and including dismissal, against an employee who uses prohibited drugs, misuses alcohol, or refuses to take a required drug or alcohol test. A department director must dismiss a Safety-Sensitive Transit employee with merit system status or terminate a Safety-Sensitive Transit probationary employee who:

- (A) has a confirmed positive drug test result;
  - (B) has a confirmatory alcohol test with an alcohol concentration of 0.04 or greater; or
  - (C) refuses to take a drug or alcohol test.
- (2) Even if the department director proposes to dismiss or terminate an employee who uses prohibited drugs, misuses alcohol, or refuses to take a required drug or alcohol test, the FTA regulations require the County to refer the employee to a SAP for evaluation and treatment.
- (3) If a Safety-Sensitive Transit employee tells a supervisor that he or she needs help to resolve a problem associated with prohibited drug use or alcohol misuse:
- (A) the department director must not propose to dismiss or terminate the employee unless the employee makes the admission:
    - (i) after the employee is approached by a supervisor who intends to inform the employee that the employee has been selected for testing, but before the supervisor has the opportunity to notify the employee that the employee has been selected for a required drug or alcohol test;
    - (ii) after the employee learns that the employee has been selected for a required drug or alcohol test but before the employee is officially notified of the required drug or alcohol test;
    - (iii) after the employee is notified of a required drug or alcohol test but before the employee is tested for drugs or alcohol;
    - (iv) after the employee is tested for drugs or alcohol;
    - (v) after an accident;
    - (vi) after a confirmed positive drug test result or a confirmed alcohol test result with an alcohol concentration of 0.04 or greater;
    - (vii) after a refusal to be tested for drugs or alcohol; or
    - (viii) after conduct prohibited by Section 32-3 of these Regulations; and

- (B) the supervisor must refer the employee to a SAP for evaluation, treatment, return-to-duty testing, and follow-up testing.

**32-8. Required referral, evaluation, and treatment.**

(a) ***Montgomery County Employee Assistance Program (EAP).***

- (1) The County has contracted for Employee Assistance Program (EAP) services delivered by Sheppard-Pratt Health Plan. These EAP services include confidential counseling for employees and the services of a substance abuse professional (SAP) who is specifically trained and certified in the area of substance abuse and who can evaluate employees and refer them to appropriate treatment for substance abuse.
- (2) There are no fees to employees for EAP services. An employee may seek the help of EAP independently. With the approval of the employee's supervisor, the employee may use 2 hours of administrative leave to confer with an EAP counselor.
- (3) A supervisor or Occupational Medical Services staff must refer an employee who has a verified positive drug test result, engaged in prohibited alcohol use, or refused to submit to a drug or alcohol test to the EAP and ensure that the employee is evaluated by a SAP.

(b) ***Role of SAP.***

- (1) ***After prohibited drug use or refusal to take drug test.*** The SAP must determine for an employee who has refused to submit to a drug test or has a verified positive drug test result:
  - (A) what help the employee needs to resolve problems associated with prohibited drug use and what course of action should be recommended to the employee;
  - (B) if the employee has properly followed the SAP's recommendations;
  - (C) the appropriate frequency and duration of follow-up testing beyond the minimum number of follow-up tests required during the first 12 months after returning to duty; and
  - (D) if follow-up testing must include testing for alcohol.
- (2) ***After prohibited alcohol use or refusal to take alcohol test.*** The SAP must determine for an employee who has engaged in prohibited alcohol use or refused to submit to an alcohol test:

- (A) what help, if any, the employee needs to resolve problems associated with alcohol misuse;
- (B) for each employee identified as needing help to resolve problems associated with alcohol misuse:
  - (i) if the employee properly followed any rehabilitation program prescribed by a SAP;
  - (ii) the appropriate frequency and duration of follow-up testing beyond the minimum number of follow-up tests required during the first 12 months after returning to duty; and
  - (iii) if follow-up testing must include testing for drugs.
- (c) ***Referral, evaluation, and treatment.*** The County must take the following actions with regard to an employee who has a verified positive drug test result, who violated the alcohol prohibitions, or who refused to take a drug or alcohol test:
  - (1) give the employee information about the resources available to the employee to evaluate and resolve problems associated with prohibited drug use or alcohol misuse, including the names, addresses, and telephone numbers of SAPs and counseling and treatment programs;
  - (2) ensure that the employee is evaluated by a SAP to determine whether the employee is in need of assistance in resolving problems associated with prohibited drug use or alcohol misuse;
  - (3) provide the employee with the name, telephone number, and credentials of the SAP affiliated with the County;
  - (4) ensure that a SAP does not refer the employee to the SAP's private practice from which the SAP receives payment or to a person or organization in which the SAP has a financial interest; and
  - (5) ensure that, before returning to duty to perform a safety-sensitive function, the employee has complied with the referral and evaluation provisions of this part and takes a return-to-duty drug test with a verified negative result, a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02, or both if the SAP determines that the employee should be tested for both drugs and alcohol.

**32-9. Effects of drug abuse and alcohol misuse.**

- (a) An employee who misuses alcohol or uses prohibited drugs may show it or may be an expert at masking the symptoms. The following warning signs indicate that an employee has a personal problem, but not necessarily a problem caused by drug abuse or alcohol misuse:
  - (1) deteriorating performance, including inconsistent work quality and productivity, erratic pace and concentration, and increased errors;
  - (2) poor attendance and increased absenteeism, early departures, extended lunch periods, and unexplained absences;
  - (3) changes in attitude and physical appearance, including blaming others, avoiding supervisors and coworkers, inability to get along with others, deteriorating personal appearance, and poor morale among coworkers who spend time covering for the employee;
  - (4) increased accidents and injuries, careless handling of equipment or machinery, disregard for safety of others, and taking needless risks to raise productivity to make up for absences or periods of lowered productivity; and,
  - (5) increase in domestic problems, complaints about home and family problems such as separation, divorce, or behavior problems with children, or frequent financial problems.
- (b) An employee who recognizes symptoms of drug abuse or alcohol misuse in himself or herself or a coworker should not ignore or cover up the problem. An employee with a problem should contact the EAP. An employee should be supportive of a coworker who is exhibiting symptoms but refuse to cover up for the coworker. If the coworker's behavior is causing safety or another serious problem, the employee should discuss the problem with a supervisor or EAP counselor.
- (c) A supervisor must intervene by talking to the employee about the performance problems, explaining the consequences if performance expectations are not met, and being supportive, honest, and firm.
- (d) Supervisors and coworkers are not expected to diagnose drug abuse or alcohol misuse problems.



**32-10. Education and training programs.**

- (a) **Education.** The County must give employees information about the dangers of drug abuse and alcohol misuse and the resources available for treatment and rehabilitation.
- (b) **Training.**
  - (1) **For employees.** The County must ensure that all new and existing employees receive at least 60 minutes of training on the effects and consequences of prohibited drug use and alcohol misuse on personal health, safety, and the work environment, and on the signs and symptoms that may indicate prohibited drug use or alcohol misuse.
  - (2) **For supervisors.** The County must ensure that supervisors who may make reasonable suspicion determinations receive at least:
    - (A) 60 minutes of training on the physical, behavioral, and performance indicators of probable drug use; and
    - (B) 60 minutes of training on the physical, behavioral, speech, and performance indicators of probable alcohol misuse.

**32-11. For further information.** For further information about drug and alcohol testing, an employee may contact the staff of:

- (a) Occupational Medical Services, Office of Human Resources;
- (b) Safety and Training Unit, Transit Services Division, DPWT;
- (c) Division Chief's Office, Fleet Management Services Division, DPWT; and
- (d) Labor/Employee Relations, Office of Human Resources.

**Editor's note** – The subjects covered in this section of the Personnel Regulations are addressed for bargaining unit employees in the current collective bargaining agreements as indicated below:

<b>Bargaining unit</b>	<b>Articles of current agreements with references to alcohol misuse or drug abuse by employees covered by FTA regulations</b>
Firefighter/Rescuer	None
OPT/SLT	34, Safety and Health
Police	None